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**NOTIFICATIONS BY GOVERNMENT**

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**LABOUR, EMPLOYMENT, TRAINING & FACTORIES  
DEPARTMENT**

**(LABOUR-I)**

REVISION OF MINIMUM RATES OF WAGES IN THE EMPLOYMENT IN “SALT PANS” IN  
PART-I OF THE SCHEDULE TO THE MINIMUM WAGES ACT, 1948.

*[G.O.Rt.No.99, Labour, Employment, Training and Factories (Lab-I), 29<sup>th</sup> January, 2024.]*

**PRELIMINARY NOTIFICATION**

The following revision of minimum rates of wages as specified in column (3) of the Schedule annexed to this notification, payable to the each category of employees, specified in the corresponding entry in column (2) thereof and employed in the employment in “**SALT PANS**” included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Central Act XI of 1948), which is proposed to make in exercise of the powers conferred by sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that, any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within a period of two months from the date of publication of this notification in the Telangana Gazette, will be considered by the Government of Telangana.

3. Objections or suggestions should be addressed to the Special Chief Secretary to Government, Labour, Employment, Training & Factories Department, Government of Telangana through the Director of Labour, Telangana, Hyderabad.

**ANNEXURE**  
**SCHEDULE**

Name of the Employment: SALT PANS			
Sl.No.	Name of the Category	Basic Wage proposed in the draft notification at 1768 CPI points	Cost of living allowance to be paid per each point of increase (in Rs.)
(1)	(2)	(3)	(4)
I	<b>TIME RATE:</b>		
a)	For any operation where men or women are engaged in daily rate (per month)	8849	5.01
II	<b>PIECE RATE</b>		
a)	For all operations in manufacturing of salt viz., preparation of pudding irrigation, scrapping & delivery of salt on the plot form. (Per garisal) (60 bags of 75 Kgs = 1 garisal)	3645	2.06
b)	For heeping sizing and covering of heads with palmyrah leaves including tying and fixing of pleges (material to be supplied by the licence) (per bag of 75 Kgs)	5.99	0.01
	(per bag of 75 Kgs if weighing done)	2.82	0.01
c)	For sale namely weighing of bagging stitching and stacking (Per 100 bags of 75 Kgs each)	1423	0.80
d)	Loading and Unloading of Salt bags (per 100 bags of 75 Kgs each)	641	0.36
III	<b>MONTHLY RATES:</b>		
1	Manager/ Agent	11416	6.46
2	Sales Maistry/ Exports & Sales Chargeman/ Field Supervisor	9793	5.54
3	Accountant/ Cashier	9579	5.42
4	Supervisor/ Plant Supervisor/ Crushing Mill Operator	9321	5.27
5	Clerks/Block Head/ Bania (Maistry)	9076	5.13
6	Heavy Vehicle Driver	10649	6.02
7	Light Vehicle Driver	9579	5.42
8	Water Suiter/ Pump Driver/ Oilman/ Cleaner/ Pump Cleaner/ Watchman/ Security Guard/ Helpers/ Peon/Attendent/ Crushing Mill Helper	8849	5.01

**COST OF LIVING ALLOWANCE**

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at **1768** points (Base Year 1982=100 series). The Director of Labour shall notify the Cost of Living Allowance for every six months i.e. 1<sup>st</sup> April and 1<sup>st</sup> October of the calendar year. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above **1768** points are specified at Col.No.4 against each category in the schedule.

**NOTE:-**

1. If any of the categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, doing the same and similar category of work in this employment.
2. Where piece rate workers employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wages fixed for a genera worker being similar work, calculated on the basis of 8 hours a day.
3. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
4. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
5. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
6. For categories in the employment of Security Services and Safaikarmacharies, the minimum wages fixed/revised in the respective employments shall be applicable.

**I. RANI KUMUDINI,**

*Special Chief Secretary to Government.*

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